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25X1

Administrative - Internal Use Only

5 August 1983

NOTE FOR: Director, Office of SIGINT Operations

FROM: Executive Assistant to the DDCI

Roy,

In response to your Eyes Only note to John, we asked the Director of Personnel if we could be a little more flexible in our SIS structure. Their response is attached. Hopefully, the new SIS steps, that were suggested, by the way, by your directorate, will help alleviate concerns since everyone will now have the possibility of eventually reaching the GS pay cap of $63,800. John doesn't plan to pursue this any further for the time being.

STAT

Attachment:
D/Pers 83-2364

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PERS 83-2364

29 July 1983

MEMORANDUM FOR: [redacted] STAT
Special Assistant to the DDCI

FROM: James N. Glerum
Director of Personnel

SUBJECT: SIS Structure

REFERENCE: Your Memo, dtd 13 July 1983

1. With regard to your question concerning our "rank-in-the-person" SIS structure versus the "rank-in-the-position" system used by the rest of the government for its SES structure, some history may be helpful. Although CIA is specifically exempted from the Classification Act of 1949, we chose to classify jobs at all levels including supergrade. When the SIS was established, we converted our supergrade positions and personnel to equivalents of the four SES levels (SIS-1, 2, 3 and 4). We continue to see distinct differences in duties, responsibilities, organization complexity, and program impact distinguishable by SIS levels. Elsewhere in government much higher proportions of the GS-16's were converted to SIS-3 and SIS-4. However, "rank-in-the-position" still operates and new entries into the SIS generally are at the SIS-1 level. Other agencies also continue to use the GS supergrades for non-managerial positions.

2. The "rank-in-the-person" system used by CIA at all grade levels offers us a great deal of assignment flexibility not available under "rank-in-the-position." We can enjoy the benefits of a structured grade system from GS through SIS while responding to the rapidly changing requirements of a very dynamic organization. As you might expect, Personal Rank Assignments are used more extensively in the DO, although all Career Services exercise the option to one degree or another.

3. We agree with your observation that the new SIS compensation schedule, which will allow all SIS employees to reach at least the GS pay cap of $63,800, should bring these questions to an end.

[redacted] STAT

James N. Glerum STAT

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